

Position Description

POSITION PROFILE

Position Title: Student Monty Mascot

EOU Department/College: University Advancement/Marketing

EOU Supervisor Title: Shalem O'Rourke, Program Representative

Typical Job Duration: September 1, 2024 through June 16, 2025 Annually

Job Level: Level 1

Type of Schedule/Typical Hours: On-call-when needed

Typical Number of Hours Per Month: 1-5

POSITION INFORMATION

Student Position Description Summary:

This student position involves serving as Monty the Mascot, representing Eastern Oregon University (EOU) at various community and university events throughout the year. Managed by the Marketing team within University Advancement, this role typically excludes athletic events, unless specifically requested by the Athletics Department, which manages its own mascot suit for sports-related activities.

Monty is expected to appear at 17 scheduled events between September 1 and June 16, with an additional 3 events in July and August if available. Each event generally lasts 1 to 2 hours. Given the limited hours, this role is ideal as a secondary job, with flexible attendance to accommodate academic responsibilities.

Eastern Oregon University is an EEO Employer and welcomes application from women, members of historically underrepresented minority groups, US Veterans, and persona with disabilities. EOU is committed to providing equal opportunity in its recruitment, admissions, educational programs, activities and employment without illegal discrimination on the basis of age, color, disability, national origin, race, marital status, religion, sex, sexual orientation, gender identity, gender expression or any status as protected by state or federal law.

Job Duties/Responsibilities/Essential Functions:

Monty the Mascot plays a crucial role in engaging with students, faculty, staff, and the broader community at various events. Key responsibilities include:

- Interact with attendees, pose for photos, and maintain a playful, energetic, and sometimes mischievous demeanor to entertain and energize the crowd
- Attend and actively participate in events to boost school pride and represent EOU positively
- Stay in character, using expressive body language, and embody Monty's personality
- Always work with a handler, who provides guidance and ensures safe navigation, particularly in crowded or challenging environments
- The role requires physical fitness, including the ability to wear a warm and slightly heavy suit, navigate with limited vision, and remain animated. Monty must be at least 5' 10" tall for the suit to fit properly. Monty must be comfortable interacting with small children and dogs
- Arrive on time and follow the event plan, adapting to any unexpected situations.

HIRING CRITERIA**Minimum Qualifications:**

- Must be at least 5' 10" tall to ensure the mascot suit fits properly
- The role requires physical stamina and the ability to perform animated movements while wearing a warm and slightly heavy suit. Must also be able to navigate stairs and move with limited vision.

Preferred Qualifications:

- A strong preference should be given to candidates with an outgoing, playful demeanor, as this directly impacts the ability to engage and entertain audiences.

Desired Knowledge, Skills & Abilities:

- Understanding of School Spirit and Tradition
- Basic Event and Crowd Dynamics

STUDENT LEARNING OUTCOMES

As a result of completing this Employment, the student will:

Academic Learning Outcomes:

University mascots often have academic-based connections that reflect the institution's history, values, or academic strengths. Monty reflects the following for EOU:

- **School Values and Mission:** A mascot can embody the values and mission of the university, such as resilience, courage, or innovation, which are often central themes in the institution's academic ethos. These values are then reflected in the mascot's character and how it is portrayed at events.
- **Educational Tool:** Mascots can serve as educational tools, particularly in younger educational settings, where they are used to teach school spirit, history, and values. In higher education, mascots can be part of traditions that students learn about and engage with throughout their academic journey.

Industry Learning Outcomes:

Career-Readiness Learning Outcomes:

Being a university mascot can help students gain valuable experiences that are transferable to the workplace. Here are some keyways in which serving as a university mascot can develop these skills:

- Mascots primarily rely on body language and gestures to convey messages, which enhances the ability to communicate non-verbally, an essential skill in many professional settings
- Mascots often work closely with event organizers, cheerleaders, and other team members to ensure that performances and appearances go smoothly. This fosters the ability to work effectively in a team.
- Mascots often encounter unexpected situations during events (e.g., technical difficulties, rowdy crowds), requiring quick thinking and adaptability
- Performing for different types of audiences (e.g., children vs. adults) helps mascots develop the ability to tailor their behavior and approach to suit different environments
- The role of a mascot requires a time commitment and the ability to fulfill responsibilities reliably, which demonstrates a strong work ethic.
- Mascots are the face of the university at many events, requiring professionalism and the ability to represent the university's values and brand effectively.
- Mascots often need to think on their feet and improvise during performances, which sharpens problem-solving skills and the ability to remain composed under pressure.

PROFESSIONAL DEVELOPMENT & TRAINING

Professional Development & Training

EOU student employees have an opportunity to engage in professional development and training as a part of the job. Supervisors support the attainment of professional development by either providing internal department-specific training and/or time reassigned from normally scheduled duties to participate in University-wide training opportunities including appropriate virtual community training opportunities.

Specific training/professional development opportunities:

- *[job-specific training from your department]*
- *[University and virtual community training/events specific to the student position]*
- Multicultural-sponsored training, activities, and events
- Career exploration activities via Career Services
- EO Career Expo Career-Ready symposium First Wednesday in April
- Resume Review with Career Services and/or WorkSource Oregon

LEARNING ASSESSMENT & PERFORMANCE EVALUATION

Learning Assessment and Performance Evaluation

Once a term, student employees and supervisors meet to discuss the progress on completing the position's learning outcomes and the employee's job performance. Specifically:

- Adjustments to the learning outcomes and job duties as needed in order to meet the outcomes
- Upcoming training and professional development opportunities
- On-the-job performance feedback and the level of meeting job duty expectations
- Application of coursework to the workplace, job duties, and learning outcomes
- Application of possible connections to future career-related interests and coursework